

ROUTING AND TRANSMITTAL SLIP

Date

TO: (Name, office symbol, room number, building, Agency/Post)	Initials	Date
1. SSA/DDA	Ben	29-1
2. DSSA/DDA	RAH	3/5/92
3. DDA Reg		
4. This memo to GSA		
5. Take care of the attached		

Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

REMARKS

Bob,

Attached are eight copies of the final paper to GSA suggesting implementing instructions on the new domestic travel relocation benefits.

I am sending copies to DDS&T, DDI, and OGC.

DDA - X DSSA - X
 ADDA - X SSA/SL - X
 EO - X File - X (Domestic)
 SSA - X

DDO/SS
 FR
 OS
 OGI
 CM

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
C/AB 5E 65 Hqs. x <input type="checkbox"/>	Phone No.

5041-102

OPTIONAL FORM 41 (Rev. 7-76)
 Prescribed by GSA
 FPMR (41 CFR) 101-11.206

* GPO : 1981 O - 361-529 (148)

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Central Intelligence Agency



Washington, D. C. 20505

DDA 83-4872/2

23 NOV 1983

Mr. William F. McDade
Deputy Director of Transportation
Office of Federal Supply and Services
General Services Administration
Washington, D. C. 20406

/100-13

Dear Mr. McDade:

Pursuant to recent conversations with [redacted] of my staff, I am forwarding for your consideration our thoughts and suggestions concerning the recent amendments to the relocation provisions of Title 5 of the United States Code contained in Section 118 of the Fiscal Year 1984 Continuing Resolution (H.J. Res. 413). We appreciate this opportunity to comment on the new bill and hope you will find our suggestions helpful. We are prepared to assist you and your staff in this challenging endeavor.

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Based upon our experience, we believe that the amendments to Title 5 only partially remedy the increasing disparity between actual expenses incurred by our employees and the amounts authorized for reimbursement. Also there still remains a substantial difference between the private and public sector. Consequently, we recommend that these amendments be implemented to permit the maximum reimbursement possible while still maintaining flexibility so that agency and department heads may administer these provisions consistent with their own divergent mission requirements. In some cases, these amendments will only involve the substitution of new numerical limits. On the other hand, we believe the amendments authorizing the new benefits of tax reimbursement and contracts for relocation services will require substantial new regulations. The resulting implementing regulations will determine to what degree the federal employees will be made whole on domestic moves.

As reflected in the enclosed proposed modifications, we recommend that the tax reimbursement provision be written to permit payment of all taxes. When an agency determines that it will pay the taxes incurred, we recommend that the agency reimburse all subsequent taxes that accrue as a result of tax reimbursement. This total tax amount may be easily calculated using an industry-recognized "gross-up" formula, an example of which is contained in our proposed modifications.

Clearly, the most challenging modification to implement concerns the new authority to contract for relocation services. We recommend a three-tier structure that maximizes flexibility and yet controls costs. First, the General Services Administration should enter into a limited number of contracts

with organizations providing relocation services so that individual agencies may take advantage of standardized contract terms and favorable government rates. Second, individual agencies should also be authorized to enter into their own contracts for relocation services. Finally, we believe the implementing regulations should clearly indicate that an individual employee may select between the various authorized government contractors offering relocation services or may choose not to use any such service at all.

In closing, I again offer the services of my staff to answer any questions you may have about our suggestions or to assist you in any other way possible.

Sincerely,

[Redacted Signature]

/s/ Robert W. Magee
Director of Personnel

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Enclosure

Cy provided to:

- 1 - DDA
- 1 - ADDA
- 1 - EO/DDA
- 1 - SSA/DDA
- 1 - D/SSA
- 1 - SSA/DDA (TRAVEL 20-Domestic)
- 1 - DCD/SS
- 1 - FRD/SS
- 1 - OS [Redacted]
- 1 - OC/AMD
- 1 - CMS [Redacted]

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